



A Safer Workplace Through
EducationSM

COMPLIANCE

California Employee Sexual Harassment Prevention

Course Length: 1.0 Hours

Course Description

This course is designed for California-based regular employees. Under Senate Bill 1343, California-based employers with at least five (5) employees must provide sexual harassment prevention training and education to all supervisory employees and non-supervisory employees in California by January 1, 2020.

Our California Employee Sexual Harassment Prevention course provides up-to-date legally compliant content that will help your employees identify and prevent sexual harassment in the workplace.

We discuss sexual harassment laws (California and Federal); available remedies for victims of harassment; harassment prevention strategies; and practical illustrative examples of harassment (real cases and hypothetical scenarios) using case studies, group discussion, quizzes, and tests. We also cover the essential elements of an anti-harassment policy, employee best practices, and new concepts like "Bystander Intervention."

This course is designed for **Regular Employees (Non-Supervisory)**.

Course Table of Contents

- Section 1: Sexual Harassment Laws - Federal and California Law
- Section 2: What is Sexual Harassment?
- Section 3: Who is Protected?
- Section 4: Types and Forms of Sexual Harassment
- Section 5: Reasonable Approach
- Section 6: Liability
- Section 7: Workplace Rights and Remedies
- Section 8: Policies and Procedures
- Section 9: 5-Point Assessment
- Section 10: Best Practices

Meets all California statutory requirements as outlined by:

- Assembly Bill 1825**
- Assembly Bill 2053**
- Senate Bill 292**
- Senate Bill 396**
- Government Code**
- Section 12950**
- Government Code**
- Section 12950.1**
- Senate Bill 1343**

Meets all Federal statutory requirements as outlined by:

- Title VII, Civil Rights Act of 1964**
- Civil Rights Act of 1991**

Course Learning Objectives

- Explain sexual harassment laws (Federal and California)
- Define sexual harassment (Federal and California definitions)
- Differentiate between the various types and forms of sexual harassment
- Identify legal protections
- Discuss employer duties under Federal law and California law
- Identify who can be held liable for sexual harassment
- Explain how to exercise legal rights
- Describe the remedies for a sexual harassment complaint
- Define the elements of an anti-harassment policy
- Cover best practices for preventing sexual harassment

Course Topics

Abusive conduct	Government Code Section 12950
Anti-harassment policy	Government Code Section 12950.1
BFOQ defenses	Hostile Work Environment
Bullying	Legal alternatives
Bystander Intervention	Legal remedies
California Assembly Bill 1825	Liability
California Assembly Bill 2053	Locker room conversations
California Department of Fair Employment and Housing (DFEH)	Non-binary
California Law	Non-verbal harassment
California Resources	Physical Harassment
California Senate Bill 1343	Protected Classes
California Senate Bill 292	Punitive damages
California Senate Bill 396	Quid Pro Quo
Civil Rights Act of 1991	Reasonable Person
Compensatory damages	Reporting harassment
Complaint procedure	Requests for sexual favors
Components of a sexual harassment policy	Retaliation
Confidentiality procedure	Severe or pervasive
Determining factors	Sex stereotyping
Discrimination	Sex/gender discrimination
Employee Best Practices	Sexual orientation (actual or perceived)
Fair Employment and Housing Act (FEHA)	Sexual Orientation Harassment
Federal Equal Employment Opportunity Commission (EEOC)	Single versus few Incidents
Federal Resources	Title VII, Civil Rights Act of 1964
Gender expression	Transgender
Gender Expression Harassment	Transgender status
Gender identity	Unwelcomed Sexual advances
Gender Identity Harassment	Verbal harassment
	Visual harassment
	Workplace rights and how to exercise